



Leadership *for a* Democratic Society

A program of

Federal Executive Institute

Executive Development

*This four-week program brings together managers and executives **from** 25-30 domestic and defense agencies for a unique, residential Learning experience. The objective is to help agencies in the development of their career executive corps, linking individual development to improved agency performance.*

***The themes of FEI's Leadership for a Democratic Society** program reflect and enhance the common culture of senior federal executives. Personal leadership, organizational transformation, policy, and global perspectives components support an overarching emphasis on our government's constitutional framework.*

Why Attend FEI's Leadership for a Democratic Society Program?

Benefits reported by graduates of FEI's Leadership for a Democratic Society program include:

- Keen insights into their leadership strengths and areas where they need development
- Improved leadership and management skills, especially in such areas as team building, influencing/negotiating, strategic thinking, political savvy, and external awareness
- Improved organizational performance as a result of what was learned and later applied back on the job
- Dramatically larger networks for enhanced problem solving
- Increased appreciation for the importance of federal service and increased understanding of the diverse talents of federal executives
- Broader understanding of the Constitution, the policy framework in which executives must lead, and the interplay among major stakeholders at the national level
- Improved personal wellness and balance in one's life as a result of FEI's attention to the whole person throughout its curriculum

FEI's Approach to Learning

Throughout its history, FEI has pioneered the use of a variety of approaches to maximize learning. These include interactive methods, self-guided learning, and other innovative formats. Combining all of these, FEI has created a rich, diverse, and individualized learning experience.

Small classes, teams, and one-on-one conferences with a faculty facilitator, the learning process is a highly individualized one. Instructional time is a product of self-guided learning, reflection, and life-long personal growth with colleagues.

What is the Leadership for a Democratic Society Program?

FEI's adult education approach builds a learning community where federal executives and faculty are both teachers and learners. While the program provides a common core of knowledge and skills, it also enables each executive to tailor the learning experience to her or his needs and back-home agency problems and opportunities.

The **Leadership Development Team** is the cornerstone of the FEI experience. Teams include 7-9 executives and a faculty facilitator and are formed during the first day of the program. Each team builds a supportive learning climate and creates lasting relationships that enable executives to work with each other across organizational boundaries.

During the first week of the program, each executive explores the nature of leadership and uses data from personal assessments and the Leadership Development Team experience to assess leadership strengths and identify focused areas for development. Each executive uses this information to craft a personal learning plan for the remainder of their time at FEI and beyond.

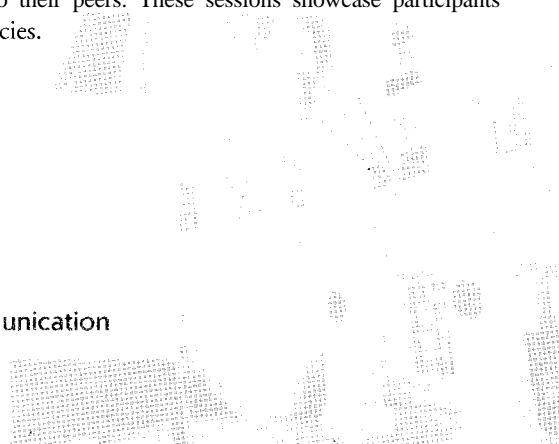
Seminars, workshops and plenaries appeal to a variety of learning styles and executive needs. Participants choose a different seminar or workshop each week during their last three weeks from a selection based on the program themes. Each seminar or workshop includes 15-25 participants. The plenary sessions bring the entire class together to focus on the program themes and current policy issues,

Site visits allow participants to explore leadership issues and practices in a wide variety of settings away from the FEI campus. Trips to private, nonprofit, and public organizations are scheduled in most programs.

Executive Forums invite participants to deliver presentations on topics of interest to their peers. These sessions showcase participants' special skills and experiences and help colleagues learn about other government agencies.

The Leadership for a Democratic Society program themes address all five of the Executive Core Qualifications required by the U.S. Office of Personnel Management for entry and success in the Senior Executive Service:

Leading Change
Leading People
Results Driven
Business Acumen
Building Coalitions/Communication



A Complete Learning Experience

FEI's **Wellness Program** helps executives balance career and health needs. Beginning with a computer-based Health Risk Appraisal, it provides feedback and analysis of personal data, a physical screening, and presentations on health issues faced by adults at mid-life. Participants practice what they learn about fitness in optional daily aerobics or walking sessions and about nutrition by using information on FEI's menus to balance healthy and hearty meal choices.

As they prepare to graduate, participants also work on a **Leadership Challenge** to present to their organization back home. This activity helps executives synthesize their learning around four key leadership questions: What drives them as executives? What are their organization's core values and purpose? Where do they want to lead their organization in facing the challenges of the future? What further personal development do they need to make their vision of the future a reality?

A Typical Day at FEI

6:30-8:00 am	Breakfast
8:15-12:00 noon	Classes or leadership Development Team Activities
12:00-2:15 pm	Lunch and Fitness Activities (optional)
1:00-3:00 pm	Study Time
3:00-5:30 pm	Classes or Plenary Sessions
5:30-6:00 pm	Social Interaction Period
6:00-7:00 pm	Dinner
7:15-8:45 pm	Leadership Development Team, Executive Forum, or Plenary Sessions



The Federal Executive Institute in Charlottesville, VA

Located approximately two hours southwest of Washington, D.C., FEI is removed from the constant interruptions of daily news and television. The campus is in the heart of the bustling university community of Charlottesville, Virginia, but is secluded by woods and greenery. Participants stay in comfortable private guest rooms and eat well-prepared, health-conscious meals. Programs are presented in well-lit, on-site classrooms. When not in class, executives may exercise in the Alumni Fitness Center or play volleyball, basketball, tennis, golf, or swimming. Walking, relaxation and conversation, in addition to the Susan B. Anthony Library, round out the facilities. All facilities are accessible to persons with disabilities.

The Applied Learning Program

The Applied Learning Program model of Leadership for a Democratic Society also addresses the main program themes but uses an approach especially suited to executives who prefer not to attend four consecutive weeks and who wish to blend learning with on-the-job application. The first two-week residential segment focuses on the personal development theme. Next is a three-month "back home" phase in which participants apply skills learned at FEI to their organizations. The second two-week residential segment draws lessons from the 12-week Applied Learning Phase, provides experience and focuses on the organization's leadership theme.



Federal government employees who attend FEI are members of the Senior Executive Service or are GS- 15 (or equivalents in other pay systems). Selected senior state, local, and international government executives also participate.

Participants arrange their attendance through their agency training offices. The training offices then submit training forms to FEI. International, state, and local executives arrange for attendance in the Leadership for a Democratic Society program through their training or personnel offices. These offices send nominations by letter with accompanying resumes. FEI terminates acceptance of nominations or substitutions two weeks prior to each session. The Institute does not refund charges if agencies must cancel attendance within two weeks of a program opening.

Program Calendar

Leadership for a Democratic Society

FY 2001

Program 263	Oct 22 - Nov 17, 2000
Program 264 (Applied Learning Program)	Nov 26 - Dec 8, 2000 and Apr 8-20, 2001
Program 265	Jan 7 - Feb 2, 2001
Program 266	Feb 4 - Mar 2, 2001
Program 267 (Applied Learning Program)	Mar 11-23, 2001 and Jun 3-15, 2001
Program 268 (Applied Learning Program)	Mar 25-Apr 6, 2001 and Jun 17-29, 2001
Program 269	Apr 29 - May 25, 2001
Program 270	Jul 15 - Aug 10, 2001
Program 271	Aug 12 - Sep 7, 2001
Program 272	Sep 16 - Oct 12, 2001

Leadership for a Democratic Society

2001 Program Calendar

Leadership for a Democratic Society \$9,450

Leadership for a Democratic Society \$10,150

Applied Learning Program

Tuition includes all instructional services, course materials, and food and lodging charges. Agencies reimburse FEI via credit card, S.F. 182, MIPR, Purchase Order, or other appropriate vehicle.

For Further Information or to Register

More detailed information about the Leadership for a Democratic Society program may be found at FEI's Web Site: www.opm.gov/fei. The FEI Registrar may be reached through email at: fei@opm.gov or by phone at (804) 980-6200.

2001 Program Calendar is to the right.



Leadership Learning that Serves America



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